

FAA Intercom

TSP Open Season Begins

The Thrift Savings Plan (TSP) Open Season has begun and will run until Jan. 31, 2000. Open Season provides employees with the opportunity to begin contributing to the TSP or to increase or decrease their TSP contributions.

Employees may also change the allocation of their future TSP contributions among three investment funds:

- ◆ Government Securities Investment (G) Fund, which invests in short-term, risk-free U.S. Treasury securities;
- ◆ Common Stock Index Investment (C) Fund that invests in a stock index fund that tracks the Standard & Poor's 500 stock index; and the
- ◆ Fixed Income Index Investment (F) Fund, which is invested in a bond index fund that tracks the Lehman Brothers U.S. Aggregate bond index.

The compound annual rates of return for these funds in the period 1989-1998 are 7.3 percent for the G Fund, 19.1 percent for the C Fund, and 9 percent for the F Fund.

Employees can make Open Season changes by submitting Form TSP-1 to their Human Resources Management office.

continued on page 9

Rebuilding Lives after a Terrible Twist of Fate



Mike Ferencich's sons stand in front the remains of their home. An update on the family can be found on pp. 10-11.

The tornadoes that devastated parts of Oklahoma this past May are faded memories for most people now, but their awesome destructive force is still fresh on the minds of those who survived them and suffered loss because of them.

The May 25 edition of the *FAA Intercom* reported how three FAA employees and their families were affected

immediately after the deadly storms. In this edition, *FAA Intercom* updates its readers on how these survivors have fared over the past six months.

A Good Deed Done, A Life Put Back Together

Debbie Bailey and her family were lucky
continued on page 10

News in Brief

New Data Link Video Hits the Streets

The FAA has released a video promoting the use of new FAA technology to ease the problem of congested radio frequencies. The video, *Controller Pilot Data Link Communications - A Digital Solution to Radio Frequency Congestion*, premiered at the Paris Airshow and has been shown at industry meetings around the world.



Yves Lambert (left), director general of EUROCONTROL, greets Tim Hancock, Data Link NAS Implementation manager, prior to an interview concerning radio frequency congestion and Data Link.

The 24-minute presentation, produced by the Office of Communications, Navigation, and Surveillance Systems, explains to pilots and airline executives the benefits of the Data Link system. The voice frequencies of the air traffic control system are often congested and cause holding patterns and delayed flights. Data Link offers a solution by providing a second channel of communication between pilots and air traffic controllers that is fast, safe, and reliable.

The video was produced by the FAA

Copies of the video can be obtained in Room 412 at Headquarters or by cc:Mailing Joanne Orsena.

Talk about the Weather

The "Weather Support to Deicing Decision Making" system was selected as a winner of the 1999 Government Technology Leadership Award.

The system was selected by award sponsor *Government Executive* magazine from more than 100 nominations.

Managed by the FAA's Weather Sensors and Aviation Weather Research Product Team, the stand-alone display system integrates data from Doppler radar, surface weather stations, and snow gauges. The information is provided to airline and airport officials to help them make more accurate deicing decisions.

The system's output is easy to interpret and requires no special weather training to operate. This technology was successfully transferred from the government to the commercial sector and is currently operational in the New York area.

The Government Technology Leadership Awards recognize information/communications technology projects that have made exceptional contributions to mission accomplishment, cost effectiveness, and service to the public. It rewards organizational accomplishment, rather than individual contribution.

Talk About the Weather, Part Two

The Aviation Weather Requirements Division received the 1999 Chairman's Citation of Merit Award from the Air Traffic Control Association. The award was in honor of the division's work in procuring, installing and testing more than 1,100 information display

Dave Whatley and Ed Cabott accepted the award on behalf of their division.

Quality is Job One at FAA

The Quality Assurance Division in the Office of Acquisitions has received important recognition for the professional way it does business, produces quality products and continuously improves its work processes.

The division received ISO 9002 certification, a standard that indicates customer satisfaction is a principal objective of an organization. Many companies seek this certification as a symbol of quality products and services. Earning this certification involves a rigorous process that demonstrates the commitment of the division to provide outstanding services to its customers inside and outside the agency.

An accredited independent registrar, ABS Quality Evaluations Inc., formally awarded the certificate on Oct. 22 in the Bessie Coleman Conference Center at Headquarters.



James Wilson (left), president of ABS Quality Evaluations, congratulates Sean Jenkins from the Office of Acquisition as Jenkins's co-workers Richard Heironimus and Bob Laws (second and third from left, respectively) look on.



Garvey welcomes participants to the Safer Skies Conference.

Conference Updates Safer Skies Agenda

The agency held a Safer Skies conference Oct. 27 in Washington, DC against the stark backdrop of the crash of a Learjet carrying golfer Payne Stewart. Administrator Jane Garvey commended air traffic controllers for clearing aircraft out of the way of the uncontrolled Learjet until its final descent.

The National Airspace System operated normally despite the unusual situation involving the jet.

The conference pulled together approximately 140 representatives from private and public organizations — including Boeing, the General Aviation Manufacturers Association, airlines, and the Air Transport Association — to discuss a variety of topics.

Kathy Abbott, national resource specialist for Flight Deck Human Factors, discussed data analysis, while a panel addressed international cooperation, Department of Defense perspectives on

ICAO Announces Job Openings

The International Civil Aviation Organization (ICAO) is seeking applicants for the following assignments:

Montreal

PC-99/24/P-4
Economist, P-4

PC-99/25/PO
Deputy Director
Technical Co-Operation Bureau PO

PC-99/26/PO
Chief, Personnel Branch PO

Nairobi

PC-99/27/P-4
Regional Officer
Safety Oversight, P-4

PC-99/28/P-4
Regional Officer
Air Transport, P-4

Applications are due in API-19 by Nov. 30, except for the last announcement, which is due by Dec. 30. For more information, access the Web site at <http://api.hq.faa.gov>.

DOT Issues Report on Airport Practices

The Department of Transportation and airport managers must be more active in enhancing competition at airports around the country, according to the conclusion of a DOT report.

The study identified “best practices” to promote competition, including the need for airport managers to closely monitor gate usage and ensure that agreements with

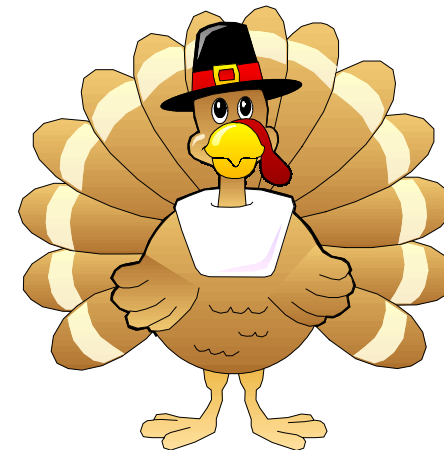
program are needed before its full competitive potential can be achieved, the department said. Many airports charge PFCs to passengers to raise funds for financing airport capital development projects.

A DOT/FAA task force conducted this study over the last year. The task force met with representatives from the airport and airline industries to gain information about airport practices and airline competition.

The study, “Airport Business Practices and their Impact on Airline Competition,” may be viewed on the Internet at <http://ostpxweb.dot.gov/aviation/>.

Correction

The developer of URET software was misidentified in the Oct. 26, 1999 issue (p. 2, FAA Taps Lockheed Martin for Conflict Probe). MITRE developed software for the URET prototype. The FAA and NATCA collaborated on URET design, human factors, and procedures.



Happy

People

AOPA Honors Morgan

Ron Morgan, Air Traffic director, received the President's Award from the Aircraft Owners and Pilots Association on Oct. 22.



Morgan (left) displays his President's Award, presented by AOPA President Boyer.

Morgan was honored for his dedication to improving the air traffic control system and maintaining exceptional service to all airspace users. AOPA President Phil Boyer presented the award to Morgan during the latter's visit to AOPA headquarters.

Morgan said he has a special connection to AOPA because he learned to fly even before he became a controller. "One of my highest priorities is to ensure fair and equitable access to all who fly in the National Airspace System," he noted.

Former FAA Staffer Considered for NTSB Post

President Clinton has nominated former FAAer Carol Carmody to serve on the National Transportation Safety Board (NTSB).

Carmody spent 11 years at the FAA. She was senior analyst and then manager

Carmody currently is an independent consultant to the Air Transport Association, focusing on international and environmental issues. From 1995 to 1999, she served as the U.S. representative to the International Civil Aviation Organization. From 1988 to 1994, Carmody was a professional aviation staff member on the U.S. Senate's Commerce Committee responsible for aviation legislation.

FAA Intern Makes Good

When Darnel Duckett was recently awarded a training scholarship from SimuFlite Training International, friends and former co-workers in the Air Traffic Office and Office of System Safety sounded more like proud family.

These were people who worked with Duckett during his two summer internships with those organizations in 1996 and 1997, respectively. He was part of the Historically Black Colleges and Universities (HBCU) program that the agency relies upon to increase diversity in its workplace and develop future talent for its own organizations.

Among his accomplishments, Duckett created an electronic bulletin board for Air Traffic divisions nationwide and helped analyze traffic patterns at a general aviation airport for System Safety in response to noise complaints,

Chuck Hedges, manager of the System Safety Engineering and Analysis Division, said Duckett's success shows the importance of HBCU and similar youth-oriented programs. "To see the energy these young people bring to the job is very exciting," he said.

FAA Employees Recognized for Energy Saving

Energy Manager Richard Hanks and Facility Operations Specialist Dennis Harris from the Mike Monroney Aeronautical Center each received the Federal Interagency Energy Policy Committee and Department of Energy's 1999 Federal Energy and Water Management Award.

Hanks and Harris have saved the FAA more than a million dollars in energy costs, as well as developed several programs and tools that will continue to reduce the agency's energy consumption and increase savings in Fiscal Year 2000 and beyond.

In addition, Hanks and Moni Jacob, an energy manager in the Southwest Region, were selected as "Energy Champions" by the Department of Energy. Energy Champions are federal employees who have made extraordinary contributions to the energy savings effort.

For information on what employees can do to save energy, visit the Energy Awareness Month Web site at <http://www.eren.doe.gov/cleanenergy/month.html>, the Federal Energy Management Program Web site at <http://www.eren.doe.gov/femp/>, or contact your regional or center energy manager.





Core Compensation Training

Before implementation of Core Compensation, training will be provided to every manager and employee who will be covered by the plan.

What's happened so far?

The managers and employees serving on Core Compensation implementation teams attended Core Plan training between June and September. The training helped them prepare for Core Plan implementation.

During the month of October, about 80 employees across the country participated in train-the-trainer sessions held in Los Angeles, Fort Worth, and Washington, DC. These employees are now prepared to train other managers and employees on the Core Compensation Plan.

Training Program Management Officers throughout regional offices and facilities and at Headquarters have been actively involved in coordinating and scheduling training.

What's next?

Manager Training

Starting in December, managers will be trained on how the Core Compensation Plan will work and their responsibilities under the Core Plan. These two-day workshops include:

- ◆ overview of the Core Compensation Plan;
- ◆ job documentation;
- ◆ managers' role in the Organizational Success Increase (OSI)/Superior Contribution Increase (SCI) process;
- ◆ communicating about pay to employees;
- ◆ setting pay; and
- ◆ managerial accountability under the new system.

As part of the training, managers will participate in practical exercises using decision tools that will help prepare them for their role.

Employee Training

Starting early next year, employees will be trained on the Core Compensation Plan. These half-day sessions include:

- ◆ detailed information on the Core Compensation Plan;
- ◆ the individual impact of conversion; and
- ◆ the OSI/SCI processes and eligibility requirements.

Employees and managers will also have the opportunity to participate in specialized distance learning sessions on topics such as the market survey process. Managers and employees will be contacted through their organizations about the training schedules.

FAA Undertakes Fuel Tank Safety Initiative

The FAA has proposed a major initiative that would affect the way aircraft fuel tanks are designed, certified and maintained to ensure they do not explode from a build up of combustible vapors.

The Special Federal Aviation Regulation (SFAR) affects 6,000 aircraft in the current transport fleet with more than 30 seats — including most Boeing and Airbus jets — and would cost the airline industry \$170 million over 10 years to implement.

FAA Administrator Jane Garvey said, "This action represents a fundamental change in how fuel tanks are designed, maintained and operated," and is the product of thousands of hours of research and development.

The three-pronged rule would apply new certification standards to newly designed aircraft that minimize the development of combustible vapors, or, alternatively, prevent catastrophic damage should fumes ignite.

Aircraft operators would have to undergo a design review revalidating the fuel tank systems being used on current aircraft to make certain that failures could not ignite gas fumes.

The new certification standards and design review would incorporate all of the lessons learned from the TWA 800 investigation.

Finally, the proposal requires operators to develop and implement an FAA-approved maintenance and inspection program for fuel tanks.

Manufacturers would have one year from the date of the final rule to conduct safety reviews and develop the required maintenance and inspection programs. Operators would have an additional six months to implement an FAA-approved

FAA employees participate in a train-the-trainer session on Core Compensation in Ft. Worth, Texas.



Around the FAA

AAL



Airport Traffic Control Tower Dedicated at Merrill Field

The FAA held an official opening ceremony Oct. 21 for its new airport traffic control tower at Merrill Field in Anchorage, Alaska.

The new tower stands 116 feet high and features 4,000 square feet of administrative space. The \$6 million facility took two years to construct and features two radar screens and five enhanced voice-switching systems. It replaces a 35-year-old facility. The event drew numerous federal, State of Alaska, and city officials.



The new Merrill Field ATCT replaces a 35-year-old facility.

ACE



Still Perfect After All These Years

The Central Region's Airports Division reports that Dubuque Regional Airport has completed a ninth consecutive year of perfect compliance with Federal Aviation Regulation Part 139. That regulation governs safety standards for airfield operations and maintenance at airports served by commercial carriers.

Dubuque is the only airport in the country to record nine consecutive flawless inspections.

Airport Commission Chairman Dough Brotherton said the airport's staff is "very concerned for the safety of the passengers and aircraft which use the airport, and this unmatched safety record proves it."

AEA



Philly FSDO Presents Taylor Awards

The Philadelphia Flight Standards District Office (FSDO) presented eight Charles Taylor Master Mechanic Awards during the AVIALL Maintenance Symposium in late September. The senior aviation mechanics who were honored with the award have provided at least 50 years of service to the aviation industry.

The award was created in 1993 in honor of Charles Taylor, the first aviation mechanic who designed and built the aircraft engine for the Wright Brothers first powered flight.

AGL



Regional Administrator Meets with Airport Authority

Great Lakes Regional Administrator Cecelia Hunziker joined a contingent of agency employees from the Cleveland Terminal Radar Approach Control (TRACON) facility to demonstrate support and commitment to the physical improvement of the TRACON.

The group met with the Cleveland Port Authority director to discuss the recent evacuation of the TRACON due to excessive water leaks from the facility roof. The Port Authority took quick action to replace the roofing, thus allowing TRACON operations to continue without interruption, although delays did occur.

Replacement of the TRACON roof is one of many maintenance issues that were discussed. The meeting was productive in identifying roles and responsibilities of the different organizations and the responsibility

AMC

Museum Gets Boost from FAA

The FAA Logistics Center and the Mike Monroney Aeronautical Center's Office of Public Affairs are working with Oklahoma City's Omniplex Science Museum to assist with the expansion of the museum's displays depicting the progress and development of the National Airspace System (NAS).

This effort will include refurbishment and repair of existing displays at the museum, as well as inclusion of additional displays featuring retired NAS equipment.

The goal is to enhance the aerospace displays at the museum and educate the public on the critical role the FAA has played in the safety and development of air travel.

ANE

New England Meeting Focuses on Y2K

Regional Administrator Bart Bartanowicz hosted a Y2K Symposium in the regional office earlier this month, attended by more than 40 aviation state directors, airport managers and emergency readiness personnel. The purpose of the meeting was to discuss equipment readiness, operational contingencies and planning, as well as reliance on systems outside of their direct control.

FAA officials from Air Traffic, Airway Facilities, Flight Standards, Airports and Security, as well as the DOT Region I Emergency Transportation Officer, discussed the agency's state of readiness in

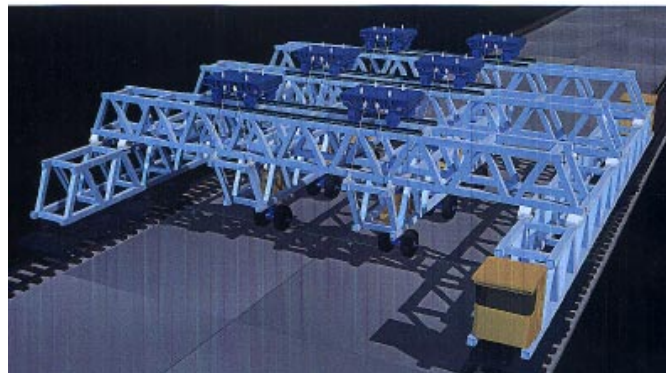
ACT

Initial Airport Pavement Testing Completed

The first phase of testing at the National Airport Pavement Test Facility has been completed. More than 770 rolling and stationary tests were conducted on a range of landing gear configurations — including Boeing 727, 747 and 777 aircraft — at loads of 12,000 to 36,000 pounds per wheel, and with various gear spacing.

Flexible and rigid pavements were tested on low-, medium- and high-strength subgrades. Strain, stress, and deflection responses were measured using sensors embedded in the pavement, and more than four gigabytes of data were recorded.

A facility working group comprising representatives from the FAA, U.S. military, Boeing, international governments, paving industry associations, and domestic and international airport operators, met to review the results and discuss the next phase of testing.



Representatives from around the world met to discuss results from testing on the National Airport Pavement Test Facility.

ASO

Atlanta ARTCC Dedicates New Radar Display

A new Display System Replacement (DSR) system was dedicated at the Atlanta Air Route Traffic Control Center. DSR replaces existing equipment at the facility with high-resolution color displays, improved real-time weather information and displays, operational flexibility, built-in backup systems, and software upgrade capabilities.

Administrator Jane Garvey and Regional Administrator Carolyn Blum were on hand for the commissioning, the first of its kind in the Southern Region.

Around the FAA

continued from page 7

ASW



Murphy Receives Award

Southwest Region Air Traffic field facility managers presented Doug Murphy, the division manager, a special award for his outstanding support and leadership. The award, a white eagle mounted on a marble base, was presented at the Operational Excellence Awards ceremony during the regional Air Traffic All Managers Meeting held in San Antonio, Texas.



(From left): Jim Gilbert, air traffic manager at Houston George Bush/Intercontinental TRACON/Tower, and Raul Trevino, air traffic manager of the Houston ARTCC, present an award to Doug Murphy.

AWP



Western-Pacific Region Hosts One DOT Meeting

Western-Pacific Regional Administrator William Withycombe hosted a One DOT Senior Meeting at the Los Angeles Airport Traffic Control Tower.

Ten DOT modal administrators participated in the one-day meeting, which focused on initiatives in Region 9, which includes Western-Pacific states.

Withycombe described his region's activities and offered an overview of Los Angeles International Airport, describing operational issues facing the airport, environmental issues, planned modernization, and potential future operations at El Toro and Palmdale to meet growing needs of the Los Angeles area.

Withycombe received an award from the Secretary of Transportation in recognition of his accomplishments associated with

ANM



Welcome the Fab Five

For probably the first time ever in the Northwest Mountain Region — and perhaps in the entire agency — five former or current leaders from the same region gathered in the same room.

The former regional directors or administrators attended the annual retiree/employee luncheon on Oct. 13. They

included: Larry Andriesen, regional administrator since 1996; Chris Walk, regional director from 1969-80; Chuck Foster, regional director from 1980-86; Wayne Barlow, regional director from 1986-88; and Fred Isaac, regional administrator from 1988-1996.

Together, the five individuals represent 30 years of leadership in the region and for the FAA.



(From left) Andriesen, Isaac, Barlow, Foster and Walk share a moment at a retiree/employee luncheon.

Bear in Mind

When you've got a bear in the air, one must take care. When you've got two bears in the air, it means the Integrated Product Team for Surveillance and Weather is competing against the Integrated Product Team for Communications to see which of their teddy bears can travel the farthest.

The teddy bears, supplied by two California schools, are part of a geography lesson in which schoolchildren track the bears' whereabouts as they travel with FAA employees on business or vacation. The kids receive a postcard from each new location the bears visit.

So far, Red Bear seems to have racked up the most frequent flyer miles with trips to Toledo, Ohio; Hershey, Pa.; Durham, N.C.; Flint, Mich.; and Lagos, Nigeria. Blue Bear has made it to Alaska and Barbados, but has a major trip planned to China.

There's no indication whether the bears will continue to fly during their traditional winter hibernation periods. Maybe they'll head south to Florida.

The *FAA Intercom* will continue to track the adventures of Red and Blue Bear until June, when they rejoin their classmates.



Blue Bear (left) and Red Bear will be traveling with FAA employees for the next six months. Their travels will be

Fighting Substance Abuse at Home, Job



T-shirt raffle winners included (from left) Deidria Shaw, Paula Thomas, and Renetta Morgan.

The Office of Aviation Medicine participated in "National Red Ribbon Week" at Headquarters and across the regions.

This was the first year that the FAA has participated in the event, which began in 1986 to honor Drug Enforcement Agency Agent Enrique Camarena, who was killed in Mexico by drug traffickers in 1985.

The Red Ribbon symbolizes an individual's commitment to a healthy, drug-free lifestyle. Organizations are encouraged to reinforce the belief that illegal drugs have no place in the workplace and communities.

Approximately 200 employees attended the event and received information about substance abuse and an agency policy statement regarding drug abuse that is being distributed to all FAA employees.

Officer Mark Stone from the narcotics branch of the D.C. Police Department displayed an exhibit that presented information on the latest drug trends and paraphernalia. Employees tried on

"fatal vision goggles" that simulated the effects on a person's perception when under the influence of marijuana, cocaine, and other drugs.

Five T-shirts with the slogan, "Too Cool to Do Drugs" were auctioned off, raising \$75 for the Combined Federal Campaign.

TSP

from page 1

Employees also can use the automated Employee Express system to make changes to certain payroll and personnel data electronically without having to complete a form. Employee Express can be accessed around the clock via touch-tone telephone at (800) 827-6289 or (912) 757-3084. TDD lines are available for the hearing impaired at (888) 880-0412 or (912) 757-3117. Employees can also visit the Web site at www.employeeexpress.gov.

Picking up the Pieces

continued from page 1

enough to avoid the tornadoes altogether, but they suspected that some Air Force personnel assigned to nearby Tinker Air Force Base might not be so lucky. Bailey's husband, J.C., visited the officer's club at Tinker where a makeshift command post for tornado relief had been established.

As a result of that visit, the Baileys provided shelter for the Gawronski family — Tod, Marsha and four-year-old Dawn — for nearly three weeks.

The Gawronskis lost everything in the tornado, down to their eyeglasses and checkbooks. Debbie carried a double workload, working full-time as an investigator in the Office of Civil Aviation Security while running a household for two families.

They had help from neighbors who donated mattresses, beds, clothing and toys — so much that the Bailey garage was packed and she couldn't park in it. It took six men to move it all. So, in terms of possessions, the Gawronskis may be better off now than before the storm, Bailey said.

Psychologically, it's been a different story, especially for the little girl. Dawn became afraid of the shower because it reminded her of the rain that accompanied the storm. Fortunately, the Air Force Base offered counseling for victims of the storm, and Dawn is in progressing. The Gawronskis got a chance to go back home to visit with their families, which Debbie thinks helped with their recovery. But even six months later, she thinks the Gawronskis might still be overwhelmed by the experience.

As for Debbie, J.C., and daughter, Jennifer, it was a good experience. Things are pretty much back to normal in the Bailey household, but they were reaffirmed in the goodness of their neighbors who



Tod and Dawn Gawronski look over the remains of their home after a tornado hit their town last May.

Something Out of Science Fiction

It's an indelible image. Two boys stand in front of the remains of their home. An American flag waves at half-staff, placed there by neighbors in memory of the boys' father whom they assumed had been killed by a tornado.

The boys' father, Mike Ferencich, an associate program manager for logistics at the Mike Monroney Aeronautical Center, was pulled barely alive from the rubble of his home in Bridgecreek. He'd lost five pints of blood by the time he reached the hospital, the result of a ruptured spleen. As hospital staff stretched him out on the emergency room table, a doctor looked over him and said, "I'm going to try to save your life."

Those words and the pain shooting through him like "something out of science fiction" were the last things Ferencich remembered before undergoing a lifesaving operation. Six months later, he's still recovering from the effects of the ruptured spleen, broken ribs and leg, a collapsed lung and

for the rest of their lives.

Ferencich was trapped at home with his son Eric, 11, when the tornado hit. He recalls bricks pelting him and being hit from behind by a heavy object that broke bones and bruised him from his knees to his shoulder blades. (Ferencich believes the culprit was an automobile transmission that was found in what remained of his son's room).

Eric was pulled from the rubble relatively unscathed. Mike had taken the brunt of the storm, however, and was in much worse shape. "I thought I was going to die, to tell you the truth," he said. Others thought the same. Neighbors planted the flag at half-staff to mark his passing. The Red Cross listed him "deceased" on their logs.

He survived the operation but remained in a fog for several days afterwards. While other displaced families set about rebuilding their lives, Mike's wife, Toni, refused to leave her husband's bed side during the touch-and-go moments of his early recovery. She had spent hours running back and forth between hospitals trying to locate him; it turned out his name had been misspelled on the hospital manifest.

Ironically, Ferencich doesn't consider himself the victim in his family. It was his wife and kids who had to pick through the rubble of their lives. It's had a lasting effect on all of them, especially the children. They lost more than just their possessions — including thousands of ball cards collected over the years — they lost a sense of security and home.

They lived in an apartment for months,

which proved hard on their youngest son, Matt, 8, who sometimes woke up crying because he didn't have a permanent home. "When we started looking for a new house, Matt told me, 'I don't have to have my own room. Just get me a house,'" his father recalled. Every time Eric saw a cloud, he'd imagine a funnel cloud and start crying.

The family went through nine weeks of therapy together, and only recently has Ferencich noticed that his kids don't talk about the storm as often as they used to. The family's new home in another town has helped give them a sense of belonging.

There's been a lot of help from family, friends and FAA coworkers. But Mike will have to recover from his injuries on his own. He returned to work only two months after his operation because he was going stir-crazy at home. All that time, he slept in a sitting position because he couldn't lie down on his battered ribs. He has just stopped using a cane, but he still suffers from post-concussion trauma, which has caused some mental confusion and blurred vision. Both of those symptoms are expected to disappear over time.

While they have replaced some of their possessions, their importance to the family has changed. "I found out that stuff is not important at all. It's relationships with family and friends. I'm going to invest more time in things like that." Upon the rubble of their past lives, Mike Ferencich believes his family has become emotionally stronger.



(From left) The Smith family celebrated the marriage of their daughter, Janet (center), to son-in-law Gaylon Cornsilk (second from right), two weeks after the tornado. Also pictured are Janet's mother, Brenda (left); brother, Travis; and father, Ken (right).

Living Happily Ever After

When last we left Brenda Smith and her daughter, Janet, they had wandered out of the remains of a Cracker Barrel restaurant into a vista of rubble. They had been meeting at the restaurant in Midwest City to finalize plans for Janet's wedding when the tornado hit.

Brenda remembers seeing the ceiling tiles nearly sucked off by the storm, and telling her daughter that she loved her. "I felt the possibility that this was it," she recalled at the time.

Making it out alive, they began walking, and spent three anxious hours rendezvousing with Brenda's husband, Ken, and returning home.

Janet's wedding came off as planned, and she is happily married. But she still has trouble sleeping during storms. "Rain still petrifies her," Brenda noted.

Just a few weeks ago, Brenda ate at a Cracker Barrel restaurant for the first time since the storm. "It kind of brought the tornado back in perspective," she reflected.

Despite the memories that are all too vivid, Brenda prefers to focus on "some wonderful things that happened to people as a result of the storm."

Like nearly everyone in the storm's path, the intense concern and generosity of people in that time of trouble struck Brenda. The Smiths went to Wal Mart and loaded up on baby supplies; Brenda had her son take them to a donation center. "I thought he needed to experience something as far as giving," she explained.

Back to Headquarters

EEO Counselors List Updated

The list of Equal Employment Opportunity (EEO) Counselors at Headquarters has been updated (see list below). Employees who believe they have been discriminated against must first consult with an EEO counselor before filing a complaint in order to try to informally resolve the issue.

EEO Counselors at HQ

Alexander, Linda/AND-100	x34377
Bailey, Desiree/AAF-2	x78970
Battle, Winfred/ANS-500	x73569
Brown, Caprice L./AAM-110	x79881
Campbell, Wanda/AFS-410	x77211
Chouinard, William/ATO-310	x77678
Coles, Dale A./AAF-2	x73366
Courtney, Randy/AVR-20	(703) 661-0592
Devries, Sherry/AAM-810	x78693
Diew, Caronell/AOP-2	x34594
Douglas-Slade, Deborah/ AIO-200	x34614
Hatcher, Tev/AUA-430	x30038
Hopson, Robert/AOA-3	x73514
Henderson, Beth/ABZ-100	x79892
Johnson, Ramona/AIR-200	x77145
Kauffman, Victoria/AGC-500	x77617
Maccannon, Cecil/AND-500	x34405
Manago, Glendora/AGC-10	x77988
Mann, Delbert/ARW-200	x62412
McCormack, Mary A./ ASD-120	(202) 358-5310
McCottry-Howard, Eula/ AAM-200	x78232
Moore, Wanda /AFS-130	x77220
Rollins, Loretta/ABA-110	x77360
Sullivan, Laura /ASU-420	x77854
Swain, Marietta/AUA-600	x64704
Trudeau, Margaretta/ ASU-240	(301) 640-2798
Watts, Dorothy/ASU-340	x34551
White, Pandora/ATO-282	(703) 904-4557

Human Resources Requests an RSVP

The Office of Human Resource Management plans to randomly survey 20 percent of Headquarters employees to rate its performance, evaluate its strengths, and identify areas where improvement might be needed. The office specifically is interested in the timeliness of its response to FAA employees and offices, the quality of its service, and how well it cooperates in team situations.

The confidential survey will be carried out the week of Dec. 6. Those invited to participate will have the opportunity to answer on-line survey questions via their computers.

Employees are encouraged to provide feedback to Human Resources so it can learn about and improve its service.

Elder, Child Care Seminars Scheduled

The Department of Transportation's Connection Worklife program has scheduled seminars on the care of children and the elderly in December.

Presented by the DC Office on Aging, the first seminar, entitled, "Knowledge for the Employee Caregiver: How to Help the Aging," will be held from noon until 1 p.m. in the DOT Connection Center, Room PL-402.

On Dec. 14, DOT ChildCare Program Advisor Kim Means will present a seminar on brain development from noon until 1:15 p.m. in the same location.

To register for the seminars, or to obtain further information, contact Laura Eubank at x66389.

Set Phasers on Stun

The National Air and Space Museum is featuring science fiction films throughout the month of January.

The films will run every Saturday at 8 p.m. in the Langley IMAX Theater. They include: "E.T. The Extra-Terrestrial" on Jan. 7; "Star Trek-Insurrection," Jan. 14; "Men in Black," Jan. 21; and "The Abyss," Jan. 28. Tickets cost \$3 per movie, or \$10 for the entire series, and can be purchased through Protix, beginning Dec. 24. Call 1-800-529-2440 or visit the Web site at www.protix.com.

The museum also will be featuring lectures on several aviation topics, including the Sopwith Snipe, England's first standard postwar fighter, and the Honeywell ring laser gyro, which influenced modern navigational technology.

For more information, call the museum at (202) 357-2700.

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